JANUARY 16, 2004

Newfoundland and Labrador Teachers' Association

Executive Notes

Your Provincial Executive Council met in St. John's on **January 16th**. This issue of Executive Notes is intended to provide you with a summary of major decisions and discussions that occurred at this meeting.

For further information contact any member of Provincial Executive or the staff person as indicated.

Association Priorities for 2003-04
Provincial Executive reviewed the Priorities Document which outlines objectives, who is responsible, time frames and action updates for the Association. Various Administrative Staff gave updates on sections of the priorities document and answered questions from provincial Executive. The five priorities are: negotiating a collective agreement; teacher accountability/assessment/professionalism; curriculum issues; quality of teachers' work life; and membership awareness.

For further information contact Fred Douglas, President or Edward Hancock, Executive Director.

Collective Bargaining
The Negotiating Team will be meeting the first week of February to review strategies for the upcoming round and to review information on the collective bargaining process.

The members of the Negotiating Team for the upcoming round of bargaining will be: Kevin Foley, Vice-President (Chair), Mealey Mountain Collegiate, Happy Valley Goose Bay; Rhea Diamond, Northern Peninsula/Labrador School Board Office; Leo Freeborn, St. Boniface All-Grade School, Ramea; Jim Hibbs, Botwood Collegiate, Botwood; Jackie Maloney, Christ the King School, Rushoon; Ethel Park, Matthew Elementary, Bonavista; Fred Wood, Queen Elizabeth High, Foxtrap; Lloyd Hobbs, Assistant Executive Director (Chief Negotiator); and Perry Downey, Benefits and Economic Services Division.

For further information contact Fred Douglas, President, or Lloyd Hobbs, Assistant Executive Director.

Pathways to Programming and Graduation
An update was provided to Provincial Executive by René Wicks, Administrative Officer in the Professional Development Division, on all NLTA activities concerning Pathways. This presentation involved a chronology of events from 1998 to present, including the NLTA's response to Supporting Learning – The Report of the Ministerial Panel on Educational Delivery in the Classroom, the teacher survey response to implementation of Pathways, legal opinions and options on Pathways, updates on the Pathways Working Group, various memos from the NLTA President and staff members on the issue, and a brochure for parents printed by the NLTA.

In December, NLTA became aware of a legal opinion to the Newfoundland and Labrador School Boards Association regarding teachers affixing disclaimers to ISSP documents. The school boards have been advised to prohibit teachers from affixing such

disclaimers to the ISSP documents, and boards have given this directive to teachers.

The NLTA has filed a policy grievance with the NLSBA on this issue to protect the rights of teachers. The grievance will allow the opportunity to explore the liability issue and to determine what level of liability the NLSBA and its member school boards are willing to accept on behalf of teachers.

A meeting was held on January 15 with NLSBA and Department of Education officials to discuss this issue. If directed by the employer to stop placing disclaimers on ISSP documents, teachers are advised to follow the directive. Teachers will be kept informed of this issue as the grievance process unfolds further. The NLTA will communicate with school administrators regarding their role in reviewing and determining the contents of ISSPs.

For further information contact Fred Douglas, President, or Lloyd Hobbs, Assistant Executive Director.

President's Report
The President reported to Provincial Executive on his activities since the last meeting. Besides school visits and meetings in his role as President, he has also participated in meetings and media interviews regarding the recent announcement by the Provincial Government of wage freezes in the public sector. He has attended several events in his capacity as President including the Multicultural Women's Organization of Newfoundland and Labrador conference, the School Administrators Council Regional Presidents meeting, and a retirement banquet for Southern Shore Branch. He brought greetings to the Burin District School Administrators and attended meetings with various educational stakeholders on current issues in education.

For further information contact Fred Douglas, President.

Committee on Early Career Teachers
The first meeting of the Committee on Early Career Teachers took place in Corner Brook in early January. The committee has the mandate to examine and recommend to Provincial Executive ways to improve and increase the involvement of early career teachers (1-10 years experience) in the Association, and consider how to maintain and improve Association services to teachers in light of changing demographics and declining financial resources. Early career teachers and their involvement with the Association has been made a priority. The committee is reviewing information currently available to early career teachers and their involvement in the Association. Updates on the work of the Committee will be provided to Provincial Executive at regular meetings.

For further information contact Bill Chaisson, Chair, Committee on Early Career Teachers, Don Ash, Benefits and Economic Services Division, or Beverley Park, Professional Development Division.

Business from Standing Committees
TABLE OFFICERS
The proposed 2004-05 Provincial Executive and Joint Council meeting schedule was approved by Executive.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

PROFESSIONAL ISSUES IN TEACHING COMMITTEE
A protocol will be established in NLTA policy requiring Regional Special Interest Councils to maintain accurate and complete financial records, based upon accepted accounting procedures, and reported to the Provincial SIC Executive on a regular basis.

When hosting a provincial conference or forum on behalf of the Provincial SIC, the Regional Conference Committee must complete a financial report according to accepted accounting practices which must be submitted to the Provincial treasurer within 30 days of the conference or forum.

The surplus revenues from the planning and implementation of a provincial conference or forum will be held and controlled by the Provincial SIC and such funds are to be redirected to future conferences and initiatives as identified by the Provincial SIC.

The Professional Issues in Teaching Committee will review the application process for Special Project Grants from Special Interest Councils with a view to establishing guidelines which would assist the committee in assessing such applications with specific consideration of the financial status.

For further information contact Dana Burridge, Chair, Professional Issues in Teaching Committee, or René Wicks or Beverley Park, Professional Development Division.

COMMUNICATIONS/POLITICAL ACTION COMMITTEE
The logo and song as proposed by the Provincial Education Week Committee were accepted by Provincial Executive.

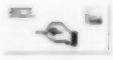
For further information contact Marilyn Bennett, Chair, Communications/Political Action Committee, Anne Perry, Chair, Education Week Committee, or Lesley-Ann Browne, Communications Officer.

NLTA Policy Changes
The proposed amendments to the policy on Election of President and Vice-President by Province-wide Vote was accepted as presented by the Electoral Committee.

The proposed changes to the polices on School Preparedness and Physical Conditions Under Which Teachers Work relating to occupational health and safety were accepted as presented.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

Graduation Requirements
A presentation was made to Provincial Executive by Marian Fushell, Director of the Division of Evaluation, Testing and Certification, and Robert Gardiner, Manager of the High School Certification Section, Department of Education, on the proposed graduation requirements. Provincial Executive provided feedback to the presenters concerning the proposed changes. It is the intent of the Department of Education to present the proposed graduation requirements to the various educational stakeholders in coming weeks with the implementation date of September 2005.



Discussion Topics
The following topics were reviewed by Provincial Executive for follow-up or future discussion: school closures; Pathways; student assistant strike; Provincial Wellness Strategy; KinderStart.

NEXT MEETING
The next meeting of Provincial Executive is scheduled for **February 26th** and will be followed by a Joint Council meeting on **February 27th and 28th**.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.